

TRANSFORMATION TEAM
COMMITTEES & INITIATIVE ASSIGNMENTS
 (4-23-15 DRAFT #3)

INIT #	INITIATIVES (in priority order within each committee)		CO-CHAIRS	MEMBERS
BUDGET AND FINANCE				
1	*	Develop Service-Based Budgeting Program	Carriker	Knapp
2		Develop New Budget Management System	Phillips	Birkhead
3		Develop Deferred Maintenance Financing Plan		DeBoer
HUMAN RESOURCES				
4	*	Streamline the Staff Hiring Process	Carriker	DeBoer
5		Establish a Leadership Development Program	Zucker	
6		Redevelop the Department Training Program		
MODERNIZATION				
7	*	Identify, Analyze, & Implement Technology & General Administrative Improvements	Vasquez	
8		Develop an Existing Park Data Base	Birkhead	
RELEVANCY				
9	*	Enhance & Develop Outreach Services to Underserved Communities	Woods	Phillips
10	*	Document and Communicate the State Parks Story	DeBoer	Clark
11		Develop Alternative Minimal Amenity Overnight Lodging		Zucker
12		Study Existing Regional Parks Programs that Emphasize Healthy Lifestyles		
13		Consider Expanding the State Parks System in Underserved Areas		
PLANNING AND INNOVATION				
14	*	Develop a New Marketing System	Vasquez	McCormick
15	*	New and Enhanced Revenue Generation Program	Zucker	
16		Develop Policies and Data that would improve the Development Process of New Parks		
17		Streamline, Update, Align Department Policies, Procedures & Guidelines with 2017 Vision		
32		Improve Communications		
PARTNERSHIPS				
18		Review Roles & Responsibilities of the Statewide Support Organizations	McCormick	Jones
19	*	Review & Update Policies & Procedures that Enable Partnerships for Park Operations and Develop Management Structure that Fosters Positive Relationship with New & Existing Partners	Rodriguez	Woods
21		Improve the Quality & Quantity of Volunteers & Docents		Lewis
22		Develop a New Non-Profit Public Benefit Organization to Provide Operational, Financial & Strategic Support for Organizations that Manage Parks in CA		Clark
OPERATIONS				
23		Develop an Annual Maintenance Program	Lewis	Jones
24	*	Study the Existing Dept. Org. Structure, Analyze Options, Implement Beneficial Changes & Align Position Classifications, Qualifications & Organizational Structure with 2017 Vision	Knapp	Rodriguez
25		Improve Performance Management		Chamberlin
27		Develop a High Performance Deferred Maintenance Program		Birkhead
28		Simplify Procurement of Goods and Services		
NATURAL AND CULTURAL RESOURCES				
29	*	Increase Partnerships with Universities, Native American Tribes, Land Trusts, & Other Stakeholders to Identify Research Needs, & Develop Best Practices to Protect & Preserve Natural & Cultural Resources	Chamberlin	McCormick
30		Survey Best Practices in Parks Systems, Enhance Existing Efforts & Develop New Program Areas to Address Climate Change Adaptation in Natural Resource & State Parks Mangmt.	Clark	
31		Evaluate Best Practices & Develop New Strategies to Encourage Adaptive Reuse of Cultural Resources such as Historic Structures		

*Top 10 priority

(Missing or out of sequence initiative numbers indicate changes to initiatives)